



Health and Welfare Sector
Education and Training Authority

HWSETA



OUR

CREDO

That in meeting the needs of creating a skilled workforce for the health and social development sectors in South Africa, and all others who use our services, everything we do consistently must be of high quality and within ethical boundaries. This commitment extends to everything we do to bring our services to the people who use them.

A CULTURE BEYOND RULES AND COMPLIANCE

INTEGRITY | TRANSPARENCY | TRANSFORMATION | SERVICE
EXCELLENCE | RESPECT | FAIRNESS | ACCOUNTABILITY

GOVERNANCE OF ETHICS

THE PURPOSE



The HWSETA's statement of beliefs and aims to **guide ethical behaviour within the HWSETA and in all our dealings** with our stakeholders and the public.

KING IV OUTCOMES AND ETHICS

- 1 Ethical Culture
- 2 Good performance of an organisation
- 3 Effective Control
- 4 Legitimacy: Trust by society

Ethics guides us to make the world a better place through the choices we make. Ethics in business is just as important as ethics in personal life.

SOCIAL AND ETHICS COMMITTEE

POWERS

-  Right to get information
-  Right to address the AGM
-  Right to receive all communication
-  Cover expenditure incurred and consulting specialists in carrying out its function

-  Part of Audit, Risk and Governance Committee
-  Terms of Reference established
-  Majority of Committee must be independent members
(Non-executive directors)

THE MANDATE IS TO:

-  Monitor the organisations social performance
-  Report to the Board
-  Report to the AGM
-  Report the organisations social performance

SOCIAL PERFORMANCE INCLUDES:

- Social economic development
- Good corporate citizenship
- Labour employment
- Environmental health and safety
- Consumer relationships

WHISTLEBLOWER HOTLINE

Call: 0800 204 967 | Email: hwseta@tip-offs.com



THE BOARD OF THE HWSETA

HEREBY COMMITS AND SUPPORTS THE FOLLOWING PRINCIPLES IN ALL OF ITS DEALINGS WITH THE HWSETA, AND AS AN ACTIVE SERVING MEMBER OF THE HWSETA BOARD

- ① The accounting authority leads ethically and effectively.
- ② The accounting authority governs the ethics of the organisation in a way that supports the establishment of an ethical culture.
- ③ The accounting authority ensures that the organisation is and is seen to be a responsible corporate citizen.
- ④ The accounting authority appreciates that the HWSETA's core purpose, its risks and opportunities, strategy, business model, performances and sustainable development are all inseparable elements of the value creation process.
- ⑤ The accounting authority serves as the focal point and custodian of corporate governance in the organisation.
- ⑥ The accounting authority, through the election of Board members by the Department of Higher Education and Training, comprises of the appropriate balance of knowledge, skills, experience, diversity and independence for it to discharge its governance role and responsibilities objectively and effectively.
- ⑦ The accounting authority ensures that its arrangements for delegation within its own structures promote independent judgement, and assists with balance of power and effective discharge of its duties.
- ⑧ The accounting authority ensures that the evaluation of its own performance and its own committees, its chair and its individual members, support continued improvement in its performance and effectiveness.
- ⑨ The accounting authority ensures that the appointment of, and delegation to management contribute to role clarity and the effective exercise of authority and responsibilities.
- ⑩ The accounting authority governs risk in a way that supports the organisation in setting and achieving its strategic objectives
- ⑪ The accounting authority governs technology and information in a way that supports the organisation's setting and achieving its strategic objectives.
- ⑫ The accounting authority governs compliance with applicable laws and adopted, non-binding rules, codes and standards in a way that supports the organisations being ethical and a good corporate citizen.
- ⑬ The accounting authority ensures that the organisation remunerates fairly, responsibly and transparently so as to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term.
- ⑭ The accounting authority ensures that assurance services and functions enable an effective control environment, and that these support the integrity of information for external decision-making and of the organisation's external reports.
- ⑮ In the execution of its governance role and responsibilities, the accounting authority adopts a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders in the best interest of the organisation over time.

THE EXECUTIVE MANAGEMENT OF THE HWSETA

HEREBY COMMITS AND SUPPORTS THE FOLLOWING PRINCIPLES IN ALL OF ITS DEALINGS WITH THE HWSETA, AND AS AN EMPLOYEE OF THE HWSETA

- ① The Executive Management leads ethically and effectively.
- ② The Executive Management governs the ethics of the organisation in a way that supports the establishment of an ethical culture.
- ③ The Executive Management ensures that the organisation is and is seen to be a responsible corporate citizen.
- ④ The Executive Management appreciates that the HWSETA's core purpose, its risks and opportunities, strategy, business model, performances and sustainable development are all inseparable elements of the value creation process.
- ⑤ The Executive Management supports governance in the organisation.
- ⑥ The Executive Management discharges its responsibilities objectively and effectively.
- ⑦ The Executive Management ensures that its arrangements for any delegation within its own structures promote independent judgement, and assists with balance of power and effective discharge of its duties.
- ⑧ The Executive Management governs risk in a way that supports the organisation in setting and achieving its strategic objectives
- ⑨ The Executive Management governs technology and information in a way that supports the organisation's setting and achieving its strategic objectives.
- ⑩ The Executive Management governs compliance with applicable laws and adopted, non-binding rules, codes and standards in a way that supports the organisations being ethical and a good corporate citizen.
- ⑪ The Executive Management ensures that the organisation remunerates fairly, responsibly and transparently so as to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term.
- ⑫ The Executive Management ensures that there is an effective control environment, and that these support the integrity of information for external decision-making and of the organisation's external reports.
- ⑬ In the execution of its responsibilities, the Executive Management adopts a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders in the best interest of the organisation over time.